

JOB DESCRIPTION

JOB TITLE: Senior Home Health Nurse

GRADE: 18

JOB CODE: 2105

DATE: 3/20/95

GENERAL FUNCTION: Under administrative direction of the nursing supervisor provides intermittent skilled services which are significantly difficult to patients requiring services for problems ranging from the simple to the extremely complex.

DISTINGUISHING CHARACTERISTICS OF THE CLASS: The incumbent in this class, through experience and training, provides competent skilled nursing services to patients eligible for home health services. According to doctors' orders services are provided requiring independent judgement and skills. The individual would be responsible for the total management and evaluation of care for the individual, would supervise home health nurses and provide training for the aides.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Conducts initial assessment of patients referred to agency to obtain and document health status and history, including pertinent social or educational background.

Reviews doctors' orders and assessment of patient and prepares treatment plan for patient.

Provides skilled nursing services such as, wound care and packing as necessary, catheterization, venipuncture, I-V therapy, injections, decubitus caretaking and evaluation of patient, etc.

Documents and maintains patient records of services provided.

Participates in utilization review for quality of services.

Coordinates treatment plan with other care givers such as, home health aide, other RNs, physical therapists, occupational therapists, speech therapists, and medical social workers.

Conducts performance evaluations for appropriate staff.

Discusses progress of patients with physicians and other care givers.

Makes supervisory visits of patients for reassessment and evaluates services provided by home health aides and other care givers.

Keeps updated on Medicare/Medicaid regulations and other regulatory agencies and keeps staff informed of pertinent changes.

Participates in employee orientation and training programs.

SUPERVISION RECEIVED: Limited supervision with alternating periods of autonomy and general review. Supervisor plays substantial role in setting objectives and organizing work

JOB TITLE: Senior Home Health Nurse (continued)

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SUPERVISION EXERCISED: Supervises designated staff such as home health nurse, and may supervise home health aides for competency evaluation.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Good knowledge of professional nursing theory and standard nursing protocol; the legal implications of the practice of nursing; the relationship of other resources available for referral of patients; standard laboratory tests and radiological procedures; signs and symptoms of a variety of common diseases; of a wide variety of nursing techniques and procedures; of the preparation of nursing care plans.

Considerable skill in the application of nursing techniques, procedures, and instruments. Working skill in interviewing and counseling patients; in communicating observations, information, or recommendations regarding diagnosis or treatment to medical professionals and other staff in written or oral form.

Considerable ability to learn the policies, procedures, and programs of the area of assignment.

Working ability to comprehend, communicate and apply state and federal laws and health laws which affect patient care.

Ability to work cooperatively with other professional and sub-professional staff members or members of an interdisciplinary or nursing team.

Ability to delegate responsibilities to subordinate direct care staff commensurate with their skills and experience.

Ability to identify a variety of symptoms commonly encountered in the area of assignment and to determine the appropriate treatment strategy, disposition, or referral for such conditions or behaviors.

Accurately interpret complex clinical situations.

Flexible and accomplished in setting priorities.

Minimum Education, Training and Experience Requirements: Bachelors of science degree in nursing from an accredited college or university and at least one year of experience in a community health or acute care setting.

or

Graduate of an associate degree or diploma program in nursing which is State approved. Two years experience in a community health setting, or acute care setting.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.